



COMMONWEALTH BUREAU OF CENSUS AND STATISTICS,

LABOUR TURNOVER, SEPTEMBER, 1956

This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1956, and compares these results with those obtained in similar surveys covering the months of September, 1954 and 1955. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. In each year since 1949 (except 1951) labour turnover surveys have been made also for the month of March and the results of these surveys were published in the report entitled "Labour Turnover, March, 1956" issued on 8th November, 1956.

Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

Table 1 below shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers for more detailed industry groups, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment of their own volition, and other causes.

The period covered in individual returns is not uniform, depending as it does on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The figures should be interpreted as applying to an average of about four and a half weeks.

Industrial Coverage:

The surveys are based on a sample within certain industries of businesses subject to Pay-roll Tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from Pay-roll Tax. In addition, the surveys exclude rural industry, private domestic service, the professions (e.g. accountancy firms, trade associations, consultant engineers, etc.) the shipping and stevedoring industry, the motion picture industry and all government employment and semi-government undertakings other than banks and airlines.

Businesses in the construction industry were represented in the sample for the first time in the September, 1956 survey, and figures for this industry were combined with those for the building industry. In September, 1956 the rates for the two industries were of a similar magnitude.

Engagements and Separations:

Table 1 shows that while the engagement and separation rates for September, 1955 remained at about the same level as in September, 1954, the rates for September, 1956 fell well below those for 1955. This fall occurred in both manufacturing and non-manufacturing industry for manual and other workers of both sexes, the most marked fall being for male manual workers. Rates for male manual workers in manufacturing industries fell from 6.4 per cent. in 1955 to 4.3 per cent. in 1956 for both engagements and separations, while rates for male manual workers in non-manufacturing industries fell from 7.8 per cent. to 6.5 per cent. for engagements and from 7.5 per cent. to 5.4 per cent. for separations.

TABLE 1 : ENGAGEMENTS AND SEPARATIONS : 1954 TO 1956

(Percentage of average number of employees in each Group)

Period	Manufacturing		Non-Manufacturing (a)		All Industries of Manufacturing (a)	
	Manual Workers	Other Workers	Manual Workers	Other Workers	Manual Workers	Other Workers
MALES						
<u>Engagements:</u>						
September, 1954	6.6	2.2	7.5	2.2	6.9	2.2
September, 1955	6.4	2.2	(b)7.8	2.5	6.9	2.4
September, 1956	4.3	1.8	6.5	2.3	5.1	2.2
<u>Separations:</u>						
September, 1954	6.0	1.7	(b)6.5	2.1	(b)6.2	2.0
September, 1955	6.4	2.1	(b)7.5	2.5	(b)6.8	(b)2.4
September, 1956	4.3	1.7	5.4	2.1	4.7	2.0
FEMALES						
<u>Engagements:</u>						
September, 1954	7.0	4.1	(b)7.0	5.3	(b)7.0	5.0
September, 1955	6.5	4.7	(b)7.5	(b)6.7	(b)6.7	(b)6.2
September, 1956	5.5	3.8	7.1	4.1	5.9	4.0
<u>Separations:</u>						
September, 1954	6.6	3.7	(b)5.8	4.2	(b)6.4	4.1
September, 1955	6.3	3.8	(b)6.9	(b)4.9	(b)6.4	4.6
September, 1956	5.7	3.3	6.0	4.2	5.8	4.0

(a) See introductory text for note on industrial coverage.
(b) Revised.

Separation Rates for Industry Groups:

Table 2 shows that the general fall in separation rates in September, 1956, compared with September, 1955, occurred for male manual workers in each industry group and for females in all but two of the groups. These two exceptions were the increases from 8.9 per cent. to 9.1 per cent. for the food, drink and tobacco industry, and the increase from 3.8 per cent. to 4.0 per cent. in retail trade.

TABLE 2 : SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, 1954-1956

(Percentage of average number of employees) of each industry group

Industry Group	September, 1954	September, 1955	September, 1956
MALES			
Manufacturing -			
Engineering and vehicles (a)	6.2	6.8	4.2
Textiles	5.9	5.3	3.2
Clothing	5.1	5.4	4.0
Food, drink, tobacco	5.8	6.5	5.8
Furniture, sawmilling and woodworking	6.1	5.6	3.8
Paper, printing	3.0	3.5	2.7
Other manufacturing	7.0	7.3	4.4
All manufacturing	6.0	6.4	4.3
Non-manufacturing -			
Mining	2.5	3.3	3.2
Building and construction (b)	10.4	14.0	10.0
Road transport	4.1	8.1	4.7
Wholesale trade	7.1	6.2	4.4
Retail trade	5.4	4.6	3.0
Other non-manufacturing	6.5(d)	5.8(d)	4.2
All non-manufacturing	6.5(d)	7.5(d)	5.4
All Industries (c)	6.2(d)	6.8(d)	4.7
FEMALES			
Manufacturing -			
Engineering and vehicles (a)	7.5	7.2	5.8
Textiles	5.5	4.6	3.9
Clothing	6.8	5.9	5.8
Food, drink, tobacco	7.8	8.9	9.1
Paper, printing	6.3	4.0	3.8
Other manufacturing	4.8	6.8	4.7
All manufacturing -	6.6	6.3	5.7
Non-manufacturing -			
Wholesale trade	7.0	9.9	6.0
Retail trade	4.8	3.8	4.0
Other non-manufacturing	6.0(d)	9.2(d)	6.8
All non-manufacturing	5.8(d)	6.9(d)	6.0
All Industries (c)	6.4(d)	6.4(d)	5.8

- (a) Foundry, engineering, metal-working, ship and vehicle manufacture and repair.
- (b) Construction other than building, not included prior to September, 1956.
- (c) See introductory text for note on industrial coverage.
- (d) Revised.

Analysis of Separations for Manual Workers:

In Table 3 separations of manual workers are classified by type of separation (dismissed, retrenched, left and other). Businesses submitting returns were asked to class employees as "dismissed" where employment was terminated on the employer's initiative for disciplinary or similar reasons; as "retrenched" where the employment was terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.; as "left" where employment was terminated at the employee's initiative (employees on strike not included); and as "other" where the separation was due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, or similar reasons.

The table shows, for male and female manual workers, this analysis of separations in September, 1955 and September, 1956. Similar information for September, 1954 may be obtained from the report entitled "Labour Turnover, September, 1955", issued on 22nd March, 1956. Figures for March, 1950, March, 1952 and March, 1953 may be obtained from the reports on Quarterly Business Survey Nos. 20 and 24, and for March, 1955 and March, 1956 from the report entitled "Labour Turnover, March, 1956" issued on 8th November, 1956.

Table 3 shows that the fall in separations for manual workers in September, 1956 compared with September, 1955 was due almost entirely to a decrease in the incidence of workers leaving on their own initiative. This decrease was a general one affecting particularly male workers in manufacturing industries where the percentage fell by over half, from 5.1 per cent. in September, 1955 to 2.5 per cent. in September, 1956. The only increase in the category "left" was the small rise of .1 per cent. for females in wholesale and retail trade. In many cases, the decrease in the category "left" was considerable and more than counter-balanced increases in dismissals and retrenchments. The largest decreases in the category "left" were for males in road transport, in building and construction and in the other manufacturing industry. The rates of male manual workers leaving and being retrenched in the building industry, which were still the highest of any industry group in September, 1956, reflect the casual nature of employment in that industry.

While dismissals increased for some industries, the change was slight. However, the increase in retrenchment was quite marked in several industries. For males, sharp increases in retrenchments occurred in clothing; food, drink and tobacco (which increased from .7 per cent. in September, 1955 to 2.6 per cent. in September, 1956); furniture, sawmilling and woodworking; and for females - clothing; food, drink and tobacco (which increased from 2.4 per cent. in 1955 to 4.9 per cent. in 1956); and wholesale and retail trade.

TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS,
SEPTEMBER, 1955 AND SEPTEMBER, 1956
(Percentage of average employment in each group)

Industry Group	September, 1955					September, 1956				
	D.	R.	L.	O.	Total	D.	R.	L.	O.	Total
<u>MALES</u>										
Manufacturing -										
Engineering and vehicles (a)	0.7	0.9	5.1	0.1	6.8	0.6	0.8	2.6	0.2	4.2
Textiles	0.5	0.1	4.5	0.2	5.3	0.6	0.1	2.4	0.1	3.2
Clothing	0.6	0.4	4.3	0.1	5.4	0.7	1.1	2.2	—	4.0
Food, drink, tobacco	0.6	0.7	5.0	0.2	6.5	0.7	2.6	2.4	0.1	5.8
Furniture, woodworking, etc.	0.8	0.2	4.5	0.1	5.6	0.6	1.3	1.7	0.2	3.8
Paper, printing	0.2	0.3	2.9	0.1	3.5	0.4	0.2	2.0	0.1	2.7
Other manufacturing	0.6	0.2	6.4	0.1	7.3	0.6	0.6	3.1	0.1	4.4
All manufacturing	0.6	0.6	5.1	0.1	6.4	0.6	1.0	2.5	.2	4.3
Non-manufacturing -										
Mining	0.2	0.2	2.6	0.3	3.3	0.4	0.4	2.3	0.1	3.2
Building and construction (b)	1.7	3.9	8.3	0.1	14.0	1.5	3.5	4.9	0.1	10.0
Road transport	1.0	0.2	6.8	0.1	8.1	1.2	0.2	3.2	0.1	4.7
Wholesale and retail trade	0.7	0.4	4.6	0.1	5.8	0.6	0.8	2.5	0.1	4.0
Other non-manufacturing (c)	1.1	1.0	3.6	0.1	5.8	0.9	0.2	2.9	0.2	4.2
All non-manufacturing (c)	0.9	1.2	5.3	0.1	7.5	0.9	1.2	3.2	0.1	5.4
All Industries (c)	0.7	0.8	5.2	0.1	6.8	0.7	1.1	2.8	0.1	4.7
<u>FEMALES</u>										
Manufacturing -										
Engineering and vehicles (a)	0.8	0.3	5.9	0.2	7.2	1.0	0.9	3.6	0.3	5.8
Textiles	0.3	0.2	3.9	0.2	4.6	0.2	0.9	2.7	0.1	3.9
Clothing	1.2	0.5	4.0	0.2	5.9	1.4	1.5	2.8	0.1	5.8
Food, drink, tobacco	0.7	2.4	5.7	0.1	8.9	0.6	4.9	3.4	0.2	9.1
Paper, printing	0.1	0.3	3.5	0.1	4.0	0.3	0.2	3.1	0.2	3.8
Other manufacturing	0.5	0.8	5.3	0.2	6.8	0.5	0.3	3.7	0.2	4.7
All manufacturing	0.8	0.7	4.6	0.2	6.3	.9	1.5	3.1	0.2	5.7
Non-manufacturing -										
Wholesale and retail trade	0.4	0.3	2.9	0.5	4.1	0.5	1.2	3.0	0.1	4.8
Other non-manufacturing (c)	1.0	0.8	7.3	0.1	9.2	1.5	0.4	4.8	0.1	6.8
All non-manufacturing (c)	0.7	0.6	5.3	0.3	6.9	1.1	0.8	4.0	0.1	6.0
All Industries (c)	0.8	0.7	4.7	0.2	6.4	0.9	1.4	3.4	0.1	5.8

D. Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R. Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.

L. Left : Employment terminated on the employee's initiative. Employees on strike not included.

O. Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

(a) Founding, engineering, metalworking, ship and vehicle manufacture and repair.
(b) Construction other than building excluded prior to September, 1956.
(c) September, 1955 revised.

TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS

SEPTEMBER, 1962 AND SEPTEMBER, 1963

(Percentage of separations due to cause mentioned in each group)

Date	September, 1962					September, 1963					Industry Group
	D.	R.	I.	O.	Total	D.	R.	I.	O.	Total	
MANUFACTURING											
S.A.	5.0	6.5	8.0	6.0	8.6	1.0	1.5	2.0	1.0	1.0	Manufacturing - Manufacturing and repairing
S.E.	1.0	4.5	1.0	6.0	3.5	5.0	2.4	1.0	2.0	2.0	Textiles
O.A.	-	5.5	1.1	2.0	4.5	1.0	3.4	4.0	6.0	6.0	Other
S.C.	1.0	4.5	6.5	2.0	5.6	5.0	0.5	2.0	6.0	6.0	Food, drink, tobacco,製造業, 修理, 服務業
S.E.	2.0	1.1	2.1	6.0	6.2	1.0	2.4	2.0	8.0	8.0	Manufacture, woodworking, etc.
T.S.	1.0	0.5	2.0	4.0	2.5	1.0	2.5	3.0	5.0	5.0	Paper, printing
A.A.	1.0	1.5	8.0	6.0	1.3	1.0	4.6	2.0	6.0	6.0	Other manufacturing
S.A.	5.	2.5	0.1	6.0	4.6	1.0	2.5	2.0	6.0	6.0	All manufacturing
S.E.	1.0	4.5	4.0	4.0	3.3	5.0	2.5	5.0	5.0	5.0	Non-manufacturing
O.O.	1.0	6.4	2.5	2.1	0.4	1.0	5.8	2.3	2.1	2.1	Trade
T.P.	1.0	5.5	5.0	5.1	1.8	1.0	8.8	5.0	0.1	0.1	Road transport, post and telegraph
O.A.	1.0	2.5	8.0	6.0	8.2	1.0	2.4	4.0	7.0	7.0	Wholesale and retail trade
S.A.	2.0	0.5	5.0	6.0	8.5	1.0	2.5	0.1	1.1	1.1	Other non-manufacturing
A.C.	1.0	S.E.	S.F.	2.0	2.0	1.0	2.5	1.0	2.0	2.0	All non-manufacturing (a)
T.P.	1.0	8.5	1.1	2.0	2.0	1.0	2.5	1.0	2.0	2.0	All industries (a)
GENERAL LIBRARY OF AUSTRALIA											
S.C.	2.0	0.5	2.0	2.0	2.5	2.0	2.5	3.0	8.0	8.0	Manufacturing - Manufacturing and repairing
S.E.	1.0	7.5	2.0	5.0	4.4	2.0	2.5	3.0	5.0	5.0	Textiles
O.C.	1.0	8.5	2.1	4.1	2.5	0.5	0.0	4.0	2.0	2.0	Other
T.S.	2.0	4.5	2.4	6.0	2.8	1.0	2.5	4.5	2.0	2.0	Food, drink, tobacco,製造業, 修理, 服務業
S.C.	2.0	1.3	5.0	6.0	0.4	0.1	2.5	3.0	1.0	1.0	Paper, printing
T.P.	2.0	7.5	3.0	2.0	8.8	2.0	2.5	8.0	2.0	2.0	Other manufacturing
S.A.	2.0	1.3	2.1	2.0	3.6	2.0	2.5	2.0	8.0	8.0	All manufacturing
S.E.	1.0	0.5	2.1	2.0	1.4	2.0	2.5	3.0	4.0	4.0	Non-manufacturing
O.O.	1.0	8.5	4.0	1.5	5.9	1.0	5.5	8.0	0.1	0.1	Wholesale and retail trade (a)
O.A.	1.0	0.4	2.0	1.1	0.6	3.0	2.5	2.0	2.0	2.0	All non-manufacturing (a)
S.A.	1.0	4.5	4.1	6.0	4.6	2.0	2.4	2.0	8.0	8.0	All industries (a)

D. Dismissed : Employment terminated by employer, either for discrimination to discriminate or lessons.

E. Retrenched : Employment terminated, but remained or evicted from employment, either for discrimination to discriminate or lessons.

F. Left : Employment terminated by employer, either for discrimination to discriminate or lessons.

G. Retired : Employment terminated by employer, either for discrimination to discriminate or lessons.

H. Resigned : Employment terminated by employer, either for discrimination to discriminate or lessons.

I. Left : Employment terminated by employer, either for discrimination to discriminate or lessons.

J. Other : Employment terminated by employer, either for discrimination to discriminate or lessons.

K. Dismissed, unqualified, terminated, laid off, or separated from employment, either for discrimination to discriminate or lessons.

L. Dismissed, unqualified, terminated, laid off, or separated from employment, either for discrimination to discriminate or lessons.